

# The ACF Informer

## El Informador de ACF

*Southeast Regional Hub*

Alabama ♦ Florida ♦ Georgia ♦ Kentucky ♦ Mississippi ♦ North Carolina ♦ South Carolina ♦ Tennessee

Vol.No.4, Issue 4

Winter 2001

## ACF's Eight Key Priorities for Fiscal Year 2002

**C**olin Powell made this statement: "There are no secrets to success; don't waste your time looking for them. Success is the result of hard work, learning from failure, loyalty to those for whom you work and persistence. You must be ready for opportunity when it comes." For FY 2002, ACF will be focusing on eight Key Priorities of the President, the Department of Health and Human Services Secretary, Tommy Thompson, and the ACF Assistant Secretary, Dr. Wade Horn – to prepare America's human service community for success and the opportunities that will come our way.

Under the umbrella of our "IMPACTING THE FUTURE" initiative, the Southeast Hub intends to vigorously and aggressively promote these eight Key Priorities within every program we administer. We see these eight priorities as wonderful opportunities to energize every program we operate with new perspectives and effective strategies that will take human services in the Southeast to a heightened level of effectiveness and success. We see a renewal and enrichment of our ACF agenda here in the Southeast as we explore strategies for successful implementation of the following eight ACF priorities for FY 2002:



**CARLIS V. WILLIAMS**  
Southeast Hub Director

- 1 Strengthening Fatherhood and Promoting Healthy Marriage:** An initiative to intensify our fatherhood efforts to assist men to become responsible, committed, and involved fathers; while promoting healthy marriage to help couples who choose marriage for themselves to develop the skills and knowledge to form and sustain healthy marriages.
- 2. Faith-based/Community initiatives:** Removing barriers to the full participation of faith-based and other community services in the delivery of social services.
- 3. Positive Youth Development:** Promoting ongoing relationships with adult role models; safe places with structured activities; healthy lifestyles; opportunities to acquire marketable skills; and opportunities for community service and civic participation.
- 4. Next Phase of Welfare Reform:** Expanding Welfare Reform efforts to meet all goals of the original legislation; identifying gaps and changes required to move the welfare reform agenda forward.

*(Continued on page 3)*



( Eight Key Priorities . . . continued from page 2)

5. **Enhancing Early Literacy of Children:** Improving the pre-reading and numeracy skills of young children to improve school readiness.
6. **Rural Initiative:** Strengthening rural families and communities.
7. **Prevention:** Dedicating resources to prevent the need for intervention services.
8. **One Department:** Unifying systems, improving management of financial and physical assets, consolidating resources, eliminating duplication, and restructuring the workforce to streamline layers and provide enhanced, citizen-centered services.

These are exciting new directions and new perspectives on our existing strategies. I am excited about these eight priorities because we have already laid a solid foundation for their successful implementation. That solid foundation is **"IMPACTING THE FUTURE"**. You see – the five components of Impacting the Future are in essence a management blueprint for accomplishing ANY human service initiative we choose to adopt.

We believe that we can truly elevate all human service activities (including these eight priorities) to a new level of excellence when we raise the bar on performance outcomes for **"IMPACTING THE FUTURE'S"** five component areas of Business Management, Quality Enhancement, Human Resources, Partnerships, and Technology.

**Business Management** – Business Management is about developing and implementing strategies that work.

Certainly the Key Priority of "One Department" stands out here, with the emphasis on improving management, eliminating duplication,

restructuring the workforce to streamline layers and provide enhanced citizen-centered services.

Transportation has certainly emerged as a major management concern for the whole of the human service arena, and this has special implications for the Rural Initiative Key Priority. Lack of transportation is a major barrier to client self-sufficiency, especially in rural areas. Only 6 percent of welfare recipients own cars. An awesome transportation gap separates our nation's low-income citizens from vital services such as health care, child care, literacy classes, GED classes, continuing education, job training, jobs and Head Start centers.

**Quality Enhancement** – We accomplished a miraculous paradigm shift within the human service community when we rejected the old AFDC welfare system that had the unintended consequences of massive dependency and family disintegration. Welfare Reform made great strides in promoting self-sufficiency and combating dependency. My friends, it is time again for one of those 'Paradigm Shifts' – "Strengthening Fatherhood and Promoting Healthy Marriages" to address the 'family disintegration' problem.

Quality Enhancement is a great arena within which to engage other ACF Key Priorities I mentioned earlier: (1) Positive Youth Development, (2) Faith-Based/Community Initiatives, and (3) Enhancing Early Literacy of Children.

**Human Resources** – Certainly recruiting, training and retaining competent staff through effective human resource management is critical to accomplishing all eight Key Priorities. After all, people get the job done. We will succeed because we empower our people for success through appropriate professional development opportunities.

**Partnerships** – The various stakeholders within the human service community must work together to successfully implement the eight Key

(Continued on the next page)



( Eight Key Priorities . . . continued from page 3)

**Priorities.** Effective partnerships among federal, state, and tribal governments and agencies; local communities; the private sector and advocacy groups is critical to coordinating the necessary resources to successfully implement the eight Key Priorities.

**Technology –** Information Technology has radically changed the way human service agencies interface with each other, with partners, stakeholders and clients. If we are to succeed with our eight Key Priorities we must master information technology. This includes up-to-date hardware and software, video conferencing, internal agency networks, databases, program and fiscal reporting systems, as well as easy and responsive voice, e-mail, list serves, and web page communications to interface with remote locations, staff, partners and customers.

I have outlined the five components of **"IMPACTING THE FUTURE"**, because we have identified them as priorities – the things which matter most. I appreciate the commitment of the human service community here in the Southeast to our "Impacting the Future" initiative. By excelling in these five component areas, you will be empowered to succeed in accomplishing ACF's eight new Key Priorities for FY 2002, and at the same time elevating human services in the Southeast to a new level of excellence.

After her long recovery from a life-threatening accident, Gloria Estefan made this statement: "So many people got behind me and gave me a reason to want to come back fast and made me feel strong. Knowing how caring people can be, how much they gave me – that has changed me forever." My friends in the human service community of the Southeast – we have a sacred responsibility to Care and to Give; a special opportunity to change lives – not just for now, but forever. That's what **"IMPACTING THE FUTURE"** through these eight Key Priorities is all about.

## Set Your Priorities

A philosophy professor stood before his class and had some items in front of him. When class began, wordlessly he picked up a large empty mayonnaise jar and proceeded to fill it with rocks right to the top, rocks about 2 diameter.

He then asked the students if the jar was full. They agreed that it was.

So the professor then picked up a box of pebbles and poured them in to the jar. He shook the jar lightly. The pebbles, of course rolled into the open areas between the rocks. The students laughed.

He asked his students again if the jar was full. They agreed that yes, it was.

The professor then picked up a box of sand and poured it into the jar. Of course, the sand filled up everything else.

"Now," said the professor, "I want you to recognize that this is your life. The rocks are the important things – your family, your partner, your health, your children - anything that is so important to you that if it were lost, you would be nearly destroyed.

The pebbles are the other things in life that matter, but on a smaller scale. The pebbles represent things like your job, your house, your car.

The sand is everything else. The small stuff.

If you put the sand or the pebbles into the jar first, there is no room for the rocks. The same goes for your life. If you spend all your energy and time on the small stuff, material things, you will never have room for the things that are truly most important.

Pay attention to the things that are critical to your life. Play with your children. Take your partner out dancing. There will always be time to go to work, clean the house, give a dinner party and fix the disposal." Take care of the rocks first – the things that really matter.

Set your priorities. The rest is just pebbles and sand.

*NOTE: This was demonstrated during a Stephen R. Covey training in the Southeast Regional Hub Office.*

## ACF INFORMER

A Publication of the Administration  
for Children and Families  
Region IV

Celebrating Four Years



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### Acknowledgement:

A special "thank you" to all volunteers and supporters who have helped make this publication a success. We appreciate everyone for their continuous and untiring efforts and the many contributions you make to further the goals of ACF.

**Gracias!**



### ACF INFORMER

#### (El Informador de ACF)

is published quarterly by the ACF Staff  
in Region IV (Southeast Hub).  
Reader comments and articles are  
welcomed.

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Internet (Southeast Regional Hub)  
World Wide Web site at:  
[www.acf.dhhs.gov/programs/sehub/index.htm](http://www.acf.dhhs.gov/programs/sehub/index.htm)



TANF continued from Page 7)

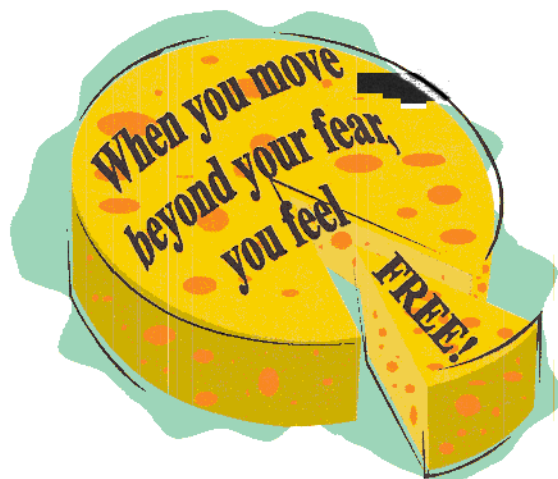
- States want the restriction on carry-over funds lifted. Currently, unobligated funds carried over to the next year can only be used for assistance.

States would like to see changes in the calculation of work participation rates and caseload reduction credits.

On October 17, 2001, a notice to solicit comments on TANF reauthorization was published in the Federal Register. The comment period closes November 30, 2001. Since it is not possible to capture input from all individuals and organizations that have an interest in TANF reauthorization through the listening sessions, this provides an opportunity for any and all parties to submit comments. Comments received through this mechanism as well as through the listening sessions will be considered when the TANF reauthorization legislation is developed in 2002.

**Change:** To make different; alter in condition, appearance; exchange for something else.

**Paradigm Shift:** a change in thinking.



**Excerpts from the book "Who Moved My Cheese?"  
by: Dr. Spencer Johnson**



## ACF Southeast Hub Organizational and Personnel Changes

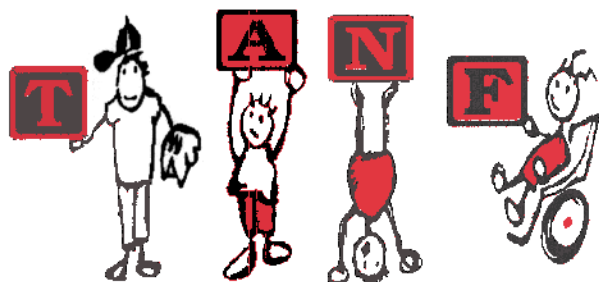
**O**ne of the eight new ACF priorities for fiscal year 2002 is “One Department” – unifying systems, improving management of financial and physical assets, consolidating resources, eliminating duplication, and restructuring workforce to streamline layers and provide enhanced, citizen-centered services. In the spirit of this priority, we will institute several organizational and personnel changes that will empower the ACF Southeast Hub to more effectively implement our exciting new agenda for children and families. *Effective January 1, 2002, the changes will be as follows:*



- Ken Jackson will serve as Acting Director for the Division of Community Programs in addition to his Deputy Regional Administrator responsibilities.
- Carol Osborne will head the Division of State Programs. Carol will also assume responsibility for the Child Welfare and Runaway and Homeless Youth (RHY) Unit in an acting capacity.
- A state Programs Fiscal Unit will be established under the direction of a GS-14 Fiscal Manager. All financial management staff within the Division will be brought together in this unit. Gene Roth will serve as Acting Fiscal Manager in addition to his role as the State Programs Grants Officer.
- A Special Initiatives Unit will be established under the leadership of Ramona Warren. This unit will provide a cross-cutting focus on several key ACF priorities, including: Faith-Based Initiatives, Strengthening Fatherhood and Healthy Marriages, Rural Initiatives and Transportation. The Special Initiatives Unit staff will include Gwen Johnson, Sandi Goines, Kathy Campbell, Simpson Clark, Danny Osburn and Val Lawrence.
- Jim Simpson will assume a new role – Legislative/Advocacy/One Department Liaison – under the supervision of the Director of State Programs. Jim will be responsible for following federal and state legislative activities that directly impact ACF programs, and for ensuring cross-departmental communication and collaboration. He also will be responsible for outreach activities for special population groups such as Hispanic/Latino and Asian Americans/Pacific Islanders.
- In addition to managing the Child Support Enforcement unit, Bob Richie will assume management responsibility for the Developmental Disabilities (DD) Unit.
- Scott Martin will join Harriet Epps as a DD Program Specialist.







**O**n September 21, 2001, Secretary Tommy G. Thompson announced the award of \$75 million in bonuses to Alabama, Michigan, and the District of Columbia for achieving the nation's largest decreases in out-of-wedlock births between 1996 and 1999. This is the third award of such bonuses, as provided for in the welfare reform law of 1996. And, this is the third year that these two States and the District of Columbia have received this award. Each will receive \$25 million.

The welfare reform law of 1996 required all States to develop strategies and goals for reducing out-of-wedlock births. Under the law, the annual bonuses are awarded to as many as five States with the largest reduction in the proportion of out-of-wedlock births to total births. HHS' National Center for Health Statistics compiles the data based on records submitted by the States and compares the proportion for the most recent two-year period to that for the preceding two-year period.

For this year's bonuses, rankings were based on birth statistics from 1996 and 1997, compared to 1998 and 1999. In order to receive the bonuses, the top States were required to show a decrease in their abortion rate between the most recent year and 1995. The abortion rate is measured as the number of abortions divided by the number of births.

**CONGRATULATIONS**, Alabama, for receiving the bonus three years in a row!!



## TANF Reauthorization

**T**he Temporary Assistance for Needy Families (TANF) program was created by the Personal Responsibility and Work Opportunities Reconciliation Act of 1996. TANF provides \$16.5 billion in federal block grant funds to States each year to provide cash assistance to needy families, support their transition to work and self-sufficiency, and promote the formation of two-parent families. The TANF program is currently authorized through fiscal year 2002, and Congress will consider reauthorization of the program next year.

On October 22, 2001, State legislators, county officials, welfare program directors and welfare recipients met in Atlanta to discuss ways to strengthen the TANF program. HHS Secretary Tommy G. Thompson, ACF Assistant Secretary Wade F. Horn, Ph.D., Office of Family Assistance Director Andy Bush, and Southeast ACF Hub Director Carlis Williams presided over the meeting. This was the first in a series of listening and discussion sessions to be held across the country to prepare for next year's reauthorization of the TANF program. One of these sessions will be held with tribal representatives to focus on tribal TANF issues.

The following significant issues were raised during the Atlanta session:

- States want to retain the flexibility and current level of funding provided in the TANF program.
- Six of the eight Southeastern States receive supplemental grants. States with very low levels of per capita welfare spending or very high rates of population growth were deemed automatically qualified for full supplemental grants for FY 1998 - 2001. These have not yet been included in the FY 2002 budget, and States feel it's critical to continue receiving them.

*(Continued on the next page)*





*(State Children's Health Insurance Program)*

## **Immigrant Families and Health Care Coverage**

**C**urrently, one in five children under the age of 18 (14 million children) in the United States is either an immigrant or is a member of an immigrant family. Since 1990, the number of children and youth in immigrant families has risen seven times faster than the number of American-born children with American-born parents. Nationally, 22% of children of immigrants are uninsured, more than twice the rate of children of American natives.

Three-fourths of all children in immigrant families are American citizens by virtue of the fact that they were born in this country. These children are more likely to live in poverty, less likely to have health insurance, and less likely to receive medical care, than are children whose parents are citizens. Children born in the United States are citizens of the United States, regardless of whether their parents are citizens, qualified aliens, or non-qualified aliens. Assuming they are otherwise eligible, these children qualify for Medicaid and SCHIP.

Reasons why more children of immigrant families aren't enrolled in SCHIP or Medicaid include:

- Lack of information and education for immigrant parents about SCHIP and Medicaid;
- Confusion and fear that use of Medicaid, SCHIP, or other health services by any member of an immigrant family will affect their immigrant status or the status of other close family members;
- Language, culture, and community influences.



*(El programa de seguro médico de niños de estado federal)*

## **Familias Inmigrantes y la cobertura de salud**

**A**ctualmente, uno en cinco niños bajo la edad de 18 (14 millón niños) en los Estados Unidos es cualquiera un inmigrante o es un miembro de una familia inmigrante. Desde 1990, el número de niños y jóvenes en familias inmigrantes aumentado siete veces más rápido que el número de niños estadounidenses de nacimiento con padres estadounidense de nacimiento. A escala nacional, 22 % de niños de inmigrantes no asegurados es más que el doble del porcentaje de niños de padres estadounidenses.

Los tres cuartos de todos niños en familias inmigrantes son ciudadanos estadounidenses por hecho de que eran nacidos en este país. Estos niños con mas frecuencia viven en la pobreza, con menos frecuencia tienen seguro médico, y con menos frecuencia reciben la atención médica, que los niños cuyos padres son ciudadanos. Los niños nacidos en los Estados Unidos son ciudadanos de los Estados Unidos, sin considerar si sus padres son ciudadanos extranjeros que llenan o no llenan los requisitos. Suponiendo que son por lo demás elegibles, estos niños llenan las condiciones necesarias para Medicaid y SCHIP.

Las razones por las cuales los niños de familias inmigrantes no se inscriben en SCHIP o Medicaid incluyen:

- La falta de la información y la educación para inmigrante padres sobre SCHIP y Medicaid;
- La confusión y el miedo de que el uso de Medicaid, SCHIP, o otros servicios de seguridad social por cualquier miembro de una familia inmigrante afectará su estado de inmigración o el estado de otros miembros de la familia inmediata.

*(Continued on the next page)*

# SCHIP . . . continued from page 9)

Many immigrant families typically avoid government programs like SCHIP or Medicaid because they may fear deportation, being designated a "public charge", or worry about any financial burden that might be placed on their sponsor, who is often a relative. In May 1999, the Immigration and Naturalization Service (INS) issued new guidance on the public charge law to explicitly state that immigrants will not be considered a public charge for using health care benefits, including SCHIP and Medicaid.

Application forms for SCHIP and Medicaid cannot require citizenship information or social security numbers for any person in a family except for individuals applying for coverage. States may ask parents for their social security number to help verify income, but cannot deny an application for a child when a parent's social security number is not provided.

A State that elects a non-Medicaid SCHIP program must cover those legal immigrant children who meet the Federal definition of qualified alien and who are otherwise eligible. The following qualified alien children who are otherwise eligible must be covered:

- All qualified alien children who were in the United States before August 22, 1996;
- Refugees, asylees, and certain Cuban, Haitian and Amerasian immigrants;
- Unmarried dependent children of veterans and active duty service members of the Armed Forces; and
- Immigrant children who enter the United States on or after August 22, 1996, as lawful permanent residents and who are in continuous residence for 5 years. (Earliest eligibility for this group will be August 22, 2001.)

Somewhat different requirements apply under Medicaid, giving the State the option to deny Medicaid to some of the immigrants who must be covered under a non-Medicaid SCHIP

- Influencias de idioma, cultura y comunidad.
- Influencias de idioma, cultura, y la comunidad.

Muchas familias inmigrantes evitan programas del gobierno como SCHIP o Medicaid típicamente porque podrían tener miedo a la deportación, siendo designados un "cargo público", o se preocupar por cualquier carga financiera que puede ser puesto sobre su patrocinador, que es a menudo un pariente. En mayo 1999, el Servicio de Inmigración y Naturalización (INS.) hizo público la nueva orientación sobre la ley de cargo pública de decir que los inmigrantes no serán considerados un cargo público para usar beneficios de atención medica explícitamente, incluyendo SCHIP y Medicaid.

Formularios de solicitud para SCHIP y Medicaid no pueden requerir la información de ciudadanía o los números de la Seguridad Social para ninguna persona en una familia menos personas individuales que solicitan la cobertura. Los estados pueden pedir a padres su numero de la Seguridad Social a ayudar confirmar ganancias, pero no pueden negar una aplicación para un niño cuando el número de la Seguridad Social de un padre no se da.

Un estado que elige un programa de SCHIP non-Medicaid debe cubrir a esos inmigrante niños legales que cumplen con la definición federal de extranjero titulado y quien es por lo demás elegible. Los siguientes niños extranjeros titulados que son por lo demás elegibles deben ser cubiertos:

- Todos los niños extranjeros elegibles que estaban en los Estados Unidos antes de 22 de Agosto de 1996;
- Refugiados, asilados, y ciertos inmigrantes cubanos y haitianos y americano-asiáticos;
- Niños dependientes no casados de veteranos y miembros de las Fuerzas Armadas en servicio; y



(SCHIP . . . continued from page 10)

program (e.g., qualified aliens who were in the United States before August 22, 1996).

Parents should contact the welfare agency in their county of residence to determine eligibility of immigrant children for SCHIP or Medicaid. It is critical that all eligible children apply for and receive access to health care coverage. Evidence shows that children without insurance are more likely to suffer health problems - problems that could be prevented or managed with routine care.



- Niños inmigrantes quienes entraron a los Estados Unidos despues de agosto 22, 1996, como residentes permanentes legales y que tienen residencia continua por 5 años. (La elegibilidad para este grupo no puede ser antes que agosto 22, 1996).

Los padres deben contactarse con el organismo de asistencia social en su condado de la residencia para determinar la elegibilidad de inmigrante niños para SCHIP o Medicaid. Es critical que todos niños elegibles soliciten y reciban el acceso para la cobertura de salud. Las pruebas muestran que los niños sin el seguro son a peligro de sufrir los problemas de salud - los problemas que podían ser prevenidos o manejados con el cuidado rutinario.

*Gracias*

# HEAD START

## KENTUCKY NEWS

### *THE SPIRIT OF PHILANTHROPY AT IT'S BEST!*

#### **New Horizons with Verizon (An Employment Readiness Program)**

**T**he Verizon Foundation has awarded a \$7,500 grant to Breckinridge-Grayson Programs, Inc. Head Start and Early Head Start. The award ceremony was held on October 18, 2001 at Leitchfield, Kentucky.

The Head Start and Early Head Start programs are comprehensive child development programs that serve children from birth to age 5, pregnant women, and their families. They are child-focused programs and have the overall goal of increasing the school readiness of young children in low-income families.

Verizon's grant however, will be used in targeting the parents of Head Start children in an

employment readiness program. The goal of the project is to assist the parents in getting either a first job or a better job. The program combines computer and literacy training to increase workforce skills of participants.

"Our business and our country's economy depend on having literate, skilled workers," said Max Vincent, local manager - customer operations. "Verizon is one of the largest employers in the United States. It is to our advantage to promote the value of workforce development as a major tool for economic self-sufficiency in building a strong community. We're pleased to be able to partner with such an agency as Breckinridge-Grayson Programs. They have a track record of making a difference in the community."

"This grant will enable the program to further strengthen partnerships with parents, by promoting specific job readiness skills that can improve the quality of their lives," according to Cathy Darst, Executive Director of the Breckinridge Grayson Programs, Inc.

*(Continued on next page)*

(Kentucky News . . . continued from page 11)

The Verizon Foundation supports a variety of programs that focus on improving literacy, bridging the digital divide, enriching communities through technology and creating a skilled workforce.



## A BRIEF HISTORY OF FOUNDATIONS From the Foundation Center - Atlanta

**T**he concept of private philanthropy dates back to ancient times. Legal provisions for charitable funds (the forerunner of United States foundations) were first established in England in the 1600s.

Most early foundations were established for the benefit of an institution or to respond to specific social needs. "General purpose foundations" began to emerge in the United States in the twentieth century. These foundations, exemplified by the Carnegie Corporation of New York and the Rockefeller Foundation, had large endowments and broad charters enabling them to address major social problems.

American foundations began to attract congressional scrutiny soon after the Carnegie and Rockefeller foundations were created, but no new legislation resulted until the 1960s. The passage of the Tax Reform Act of 1969 provided a completely new legal and regulatory framework for private foundations. The creation of private foundations declined sharply in the 1970s, but the 1980s saw substantial growth in corporate foundations.

**NOTE:** If you are interested in finding out more specific information about foundations and grants that are available, please contact:

The Foundation Center - Atlanta  
50 Hurt Plaza, Suite #150  
Atlanta, GA 30303  
<http://www.fdncenter.org/atlanta>

The National Directory of Corporate Giving provides reliable and up-to-date entries on approximately 3,300 corporate foundations and direct giving programs. Each detailed entry includes application procedures, names of key personnel, types of support awarded, giving interests, financial data, and more. For more details visit <http://fdncenter.org/marketplace>.

*Submitted by: Delores A. Varner, MSW,  
Head Start and Youth Program Specialist*



## Champions Against Drugs

**T**he Grayson County Anti-Drug, "Champions Against Drugs" Coalition was recently awarded a \$4,000 Anti-Smoking Billboard Grant. The Billboard Grant will target the youth of the county with an anti-smoking campaign, perhaps featuring middle or high school students on the billboard.

The Grant was written by Terri Haul with the Communicare of Elizabethtown, Kentucky; Amanda Brown with Lincoln Trail Area Health Department from Elizabethtown, Kentucky; and Lucy Lucas, Family and Staff Development Coordinator with the Breckinridge-Grayson Programs, Inc. Head Start/Early Head Start.



## Breckinridge County Early Childhood Council (BCECC)/ Grayson County Early Childhood Council (GCECC)

**O**ne area of concern in Kentucky is the quality of care young children receive whether it is at home or in a childcare setting. Governor Patton developed a significant interest in the development of young children and has set forth a plan of improvement. One important factor in his plan was the creation of the Office of Early Childhood Development which is located in the Governor's Offices. Another

(Continued on next page)



(Kentucky News . . . continued from page 12)

factor was Governor Patton's appointed Task Force that conducted a comprehensive study of services for children birth to 18 years of age. This study concluded with the KIDS NOW Initiative that is legislatively supported through state appropriated funding.

Among the directives of the KIDS NOW Initiative was the development of Community Early Childhood Councils. The formation of the cabinets is a joint effort of the Kentucky Association of ChildCare Resource and Referral Agencies, the Cabinet for Families and the Children's Office of Family Resource and Youth Services Centers. Head Start and Early Head Start are invited to partner with these councils. Each council had the opportunity to submit a Grant application to the state for funding to support Early Childhood Programs serving children age 0-5 years of age.

Our Agency, Breckinridge-Grayson Programs, Inc. (Head Start and Early Head Start) has partnered with the Early Childhood Councils representing both Breckinridge and Grayson Counties. Each council was successful in obtaining a Grant Award of fifteen thousand dollars and may submit an application for additional awards in 2002.

The Breckinridge County Early Childhood Council (BCECC) will be developing "Smart Totes." These kits are compiled of theme based developmentally age appropriate materials. They will be available to all families with young children as well as early childhood programs. A mobile lending library has been established for countywide distribution.

The Grayson County Early Childhood Council (GCECC) focused on environmental improvements at child care facilities throughout the county. This grant award will be used to provide training and materials to support improvements in the outdoor play area.

*Submitted by: Olissa Williams,  
Head Start and Youth Program Specialist*

# CALENDAR

## OF EVENTS

**December 14-18, 2001**

NATIONAL HEAD START ASSOCIATION  
(NHSA) PARENT CONFERENCE  
Nashville, Tennessee

**Who:** Head Start Boards, Policy Councils, Directors and staff from around the country  
**Agenda:** Training in latest developments in Parent Involvement and Fatherhood issues  
**Contact:** NHSA at 703.739.0875

**December 18-19, 2001**

CHARTING YOUR COURSE THROUGH ERSEA  
Orlando, Florida  
**Who:** Head Start Directors and Education staff

**Agenda:** An Institute on implementing Part 1305 in Head Start  
**Contact:** TTAS at 1.800.882.7482

**January 7-9, 2002 in**

The Phoenix Management Group will host  
THE FAMILY SERVICE TRAINING,  
Charleston, South Carolina  
Embassy Suites Hotel.  
**Theme:** "Back To Basics"

**January 27-31, 2002**

New Head Start/Early Head Start Director and new Education Managers  
Washington D.C.

**Who:** This conference is for persons who have been in the position less than two years.

**January 20-23, 2002**

REGION IV HEAD START ASSOCIATION  
2002 CONFERENCE  
**Contact:** John Lowery at 770.490.9198  
Atlanta GA



# Mississippi Head Start News

## Leaders from ICS receive Management Fellowship

**P**reschool children and their families will be the ultimate beneficiaries of specialized management training completed by Arvern Moore, Eloise McClinton, Luvenia Oatis and Marjean Myatt of ICS who graduated from the Head Start-Johnson & Johnson Management Fellows Program that was held July 8-20, 2001. Howard Hollins from Webb, Mississippi, chairman of the ICS Board of Directors, attended the last 3-1/2 days of the management training. Graduation was held on Thursday, July 19, at the Riviera Club in Los Angeles. Arvern Moore, the director of ICS, was selected by the management fellows to be the graduation speaker.

The intensive two-week program, conducted at the Anderson School at the University of California, Los Angeles, is designed to enhance the management, leadership, and team-building skills of Head Start managers. Johnson & Johnson, Head Start, and UCLA developed this initiative in 1991 in response to concerns about the health and educational development of children in low-income families. Fellowships are awarded annually to Head Start directors who have been selected from the most exceptional programs in the country. Arvern Moore was among those selected to participate in the first Fellows group in 1991. This year, Johnson & Johnson awarded the Anderson Graduate School of Management a gift of more than \$600,000 to conduct the program. Since its inception, more than 750 executives have graduated from the program.

"Head Start is one of Johnson & Johnson's primary philanthropic interests in the field of education and health," said Ralph S. Larsen, chairman and chief executive officer, Johnson & Johnson. "Head Start offers more than educational services, it provides children and their families with essential health, nutrition and family support services as well."

The Anderson School at UCLA is recognized as one of America's premier graduate business schools. Its preeminent position is based on internationally acclaimed research, an innovative and distinguished faculty, and exceptionally bright, highly motivated students chosen from one of the largest and finest application pools in the nation.



**Pictured left to right:** Luvenia Oatis, Director of Early Head Start; Marjean Myatt, Director of Early Childhood and Education Services; Eloise McClinton, Director of Family and Community Partnerships; Howard Hollins, Board Chairperson. **Backrow:** Arvern Moore, Executive Director of ICS, Inc.

*(Continued on the next page)*



(MS News . . . continued from page 14)

"Johnson and Johnson is the corporate leader in supporting Head Start," said Professor Alfred E. Osborne, Jr., director of the program. "Over the years, the company has invested over 4 million in the management of more than 600 agencies and has left its mark on Head Start classrooms throughout the United States."

The team from ICS developed the following management improvement vision during the management institute:

To enhance, expand, and sustain the ICS competitive advantage by:

- Attracting, creating, and retaining high-performing staff at all levels.
- 2. Making ICS an effective organization where it is a pleasure to work
- 3 ICS being the total solution for its customers' needs.

Marjean Myatt, director of early childhood and education services, will be providing leadership to the team responsible for enhancing the performance of staff. Luvenia Oatis, Early Head Start director, will provide leadership for the team that will be working on making ICS an effective company that provides a pleasant work environment, and Eloise McClinton, director of family and community partnerships, will provide leadership to the team working on developing solutions to customer's problems.

This vision has received buy-in from the management staff of ICS since the ICS team returned and buy in was received from the ICS Policy Council and Board of Directors on August 23, 2001 at the first Board meeting.

Through the successful implementation of these goals and as a result of the Johnson & Johnson experience, ICS expects to obtain and sustain a competitive advantage over other organizations in the child care business.

## Five County Child Development, Inc.

### "It was a Very Good Year"

**D**uring the school year, beginning October 2000, the Five County Child Development Program, Inc. expanded its services to full day/full year for 570 Head Start children. In order to accommodate the schedule change, additional staff was hired and increased the number of persons employed with the agency from 161 to 212. The expansion was made possible through collaborative arrangements and Child Care Enhancement funding from the State Department of Human Services.

Five County is also on track to meet the requirement to have at least 50 percent of its teachers with AA degrees. The percentage of teachers with AA degrees increased from three to 23 and teachers with BS degrees from two to five. The agency had approximately 77 employees enrolled in college courses during 2000-2001. Staff members with CDA credentials increased by an additional 19 and 68 are currently in training.



## South Carolina Head Start News

### PEE DEE HEAD START

**A** One Day Child Development Training Conference was held October 5, 2001, at the Florence Civic Center, Florence, South Carolina collaboratively by Pee Dee CAA Head Start and Darlington County CAA Head Start programs. The theme for the conference was *"Making A Difference, One Step at a Time"*.

The highlight of this conference was the renowned motivational Speaker: Mr. Arthur Andrews,

(Continued on the next page)

(Pee Dee Head Start . . . continued from page 15)

Lifestyles 2000, of Houston, Texas, who discussed inner motivation, *"If you believe you can achieve it, You Can."* Other themes included, *"Don't let negative spirits get in your way,"* and *"Remember, you can share your goals, but not with everyone."*

The targeted audience consisted of community partners, child care providers, DSS, Community Action programs, LEAs, etc. The goals of the conference were:

- \* To strengthen community commitment to Early Childhood Development,
- \* To develop stronger staff skills, and
- \* To encourage and allow all participants to network with others across the state.

Workshop topics covered issues surrounding Child Outcomes, Child Health and Nutrition, Child Safety Restraints, and Family Outcomes.

The presenters for this conference were: Kathy Starr - KAS Consultants, Greenville, Mississippi - Child Health and Nutrition; Kate Werling, Western Kentucky University Consultant, Bowling Green, Kentucky - Family Outcomes; Thomas Manigo, Fort Jackson, South Carolina - Child Outcomes Language and Literacy

More than 300 persons participated in this collaborative effort and CEU credit was granted by Western Kentucky University.

One local Daycare provider stated, *"If I had known the conference was going to be this good, I would have closed my facility and sent everyone. This was an excellent conference. Please invite me to any other conference you all are having."*

This was the second training event held by the two collaborative partners. This Pee Dee region collaboration is growing by leaps and bounds.

## TENNESSEE Head Start Is Going for Super Bowl

**T**ENNESSEE Head Start is *"Going for the Goals."* In Tennessee football, we're always going for the touchdown; in Tennessee basketball, we're always going for the three-pointer. In Tennessee Head Start programs, we have the same enthusiasm and vigor and we "always go for the goals."

The Tennessee Head Start Association (THSA) partnered with the Tennessee Association of Community Action Agencies (TACAA) on November 13-15, 2001 for an annual conference at the Marriott Cool Springs, in Franklin, TN. More than 300 people attended the conference where a sports theme was carried throughout. The exhibit hall, dining areas and banquet hall were all decorated in the sports theme and participants wore their favorite football/basketball/soccer shirts.

As a result of this conference, a Memorandum of Agreement was signed between the United States Department of Health and Human Services/Administration for Children and Families Region IV, the Tennessee Association of Community Action, Incorporated and the Tennessee Head Start Association, Incorporated.

The purpose of the Memorandum of Agreement is to foster collaborative partnerships that result in improved program performance and positive outcomes for Tennessee's children, their families and their communities.





# OCSE

(Office of Child Support Enforcement)

## Sherri Z. Heller, Selected to Head Federal Office of Child Support Enforcement

**S**herri Heller, Deputy Secretary for the Pennsylvania Department of Public Welfare's Office of Income Maintenance, was appointed by President George Bush to head the Federal Office of Child Support Enforcement.

As head of the Department of Welfare's Office of Income Maintenance, Ms. Heller administered and oversaw several Federal and State programs that assist hundreds of thousands of needy Pennsylvanians. Those programs include: Temporary Assistance for Needy Families (TANF); the primary Federal/State cash-assistance program; eligibility for Medicaid; the Federal/State health care coverage program; Food Stamps; energy assistance; child support enforcement, and child support payment processing.

Before joining the Governor Ridge's Administration in Pennsylvania, Ms. Heller was the Lancaster County Administrator. She previously served as Assistant to the President Pro Tem of the State Senate; Executive Director of the Lancaster County Mental Health/Mental Retardation and Drug and Alcohol Abuse programs, and Chief of the Division of Fiscal Administration at the Pennsylvania Department of Education.



## HHS Awards Funds to Promote Child Support Improvements

**H**HS Secretary Tommy G. Thompson announced the award of more than \$1.8 million in research and demonstration grants to 12 States to support innovative programs for strengthening and improving the child support program.

The projects will examine a number of broad areas. *For example:*

- ◆ Texas will provide training to young, low-income fathers to enhance their ability to pay child support and improve their parenting skills;
- ◆ Vermont, Washington, Wisconsin and Wyoming will use technology to improve overall management of their child support programs through improved use of data;
- ◆ Illinois will provide services to formerly incarcerated fathers to assist them to become more financially and emotionally connected to their children;
- ◆ Missouri will work with incarcerated fathers to improve their financial and emotional support of their children;
- ◆ South Carolina will collaborate with local community and faith-based groups to provide early intervention services to fathers to improve their payment of child support and their connections to their children;
- ◆ Minnesota and New Mexico will better serve a previously under-served population, the non-English speaking such as those fluent in Spanish or Hmong, and
- ◆ New Jersey and Virginia will both work with community-based service providers to increase child support program outcomes for children.

In addition to the support offered by these grants, President Bush has also proposed a new \$64 million program designed to help fathers financially support their children and provide the emotional and psychological support their children need.

The demonstrations require an evaluation. The grants will cover a substantial portion of the

(Continued on the next page)

(OCSE . . . continued from page 17)

special projects' costs with the remaining costs coming from other Federal child support enforcement funds. Each grantee also will contribute at least 5 percent of the total cost of the project.



## Region IV to Host Customer Service Pilot

Customer Service can be either a positive influence or a destructive one for the Child Support Enforcement program, hence, the importance of having good customer service. The Office of Child Support Enforcement, Central Office, is offering a training course that can help front-line workers, managers and supervisors, and everyone else. Region IV was asked to host the pilot. The State of North Carolina graciously accepted the invitation. On January 9 and 10, 2002, the two-day course, Customer Service Training for Child Support Enforcement Workers, will be conducted.

The goal for this course is to provide comprehensive customer service training to child support enforcement community workers who are responsible for handling customer situations. The training will equip them with practical tools to improve their customer service skills and attitudes.

After one more field test, the customer service course will be made available to State child support enforcement trainers via the National Electronic Child Support Resource System (NECSRS). Of course, the National Training Center will continue to support classroom training.

Mary Gay, Program Specialist for the State, Ann Russell, Regional Training Liaison and Linda Calhoun, Public Inquiries Program Specialist will attend the pilot from the Regional Office.

## 11<sup>th</sup> National Child Support Enforcement Training Conference

On September 11, 2001, The National Child Support Enforcement Training Conference was held in Arlington, Virginia. The theme for this year's conference was *"A New Beginning – Securing the Future with Best Practices."*

The goal of the conference was to present excellent opportunities for attendees to learn from leading experts and from each other about some of the latest and most effective practices in child support enforcement. It also offered workshops on many subjects important to child support enforcement professionals and gave "Best Practices" the visibility they deserve.

The opening ceremony featured Frank Fuentes, Acting Commissioner, OCSE, making opening remarks and Dr. Wade Horn, Assistant Secretary for Children and Families, making the keynote address. *Dr. Horn spoke of the importance of promoting healthy marriages as well as the enormous strides child support has made in promoting something less quantifiable but equally important, responsible parenthood.*

The conference was abruptly interrupted on Tuesday (September 11<sup>th</sup>) with the tragic events of the World Trade

**"Conference was abruptly interrupted on Tuesday, September 11<sup>th</sup>"**

Center in New York, and the Pentagon in Arlington, Virginia. Given the circumstances of that day, it was impossible for the conference to continue; therefore, OCSE has offered all conference attendees an opportunity to hear some of the information they were unable to present. To that end, monthly conference calls starting in November 2001 through August 2002 leading up to the 12<sup>th</sup> National Training Conference will be held.

(Continued on the next page)



(OCSE . . . continued from page 18)

## State Officials to seek Review of Ruling that could halt some Collections

An article appearing in the Associated Press State and Local Wire reported that State welfare officials will ask the Mississippi Supreme Court to review a decision that could leave the State powerless to help women collect overdue child support checks.

The Supreme Court ruled in September in a DeSoto County case that the Department of Human Services is not authorized to collect child support checks for people not on public assistance.

"Everybody is supposed to receive service, whether or not they receive public assistance," said Rob Cohen, a spokesman for the U.S. Department of Health & Human Services Office of Child Support Enforcement in Washington. "That is the way it has always been."

If DHS isn't allowed to collect child support for individuals not on public assistance, the State could risk losing Federal funds, Cohen said.

DHS has been collecting child support for individuals not on public assistance that applies and pays a one-time fee of \$25. The court's ruling in the DeSoto County case has thrown that into limbo.

DHS has filed an emergency appeal with the court, spokeswoman Pam Confer said.

Confer said chancery judges have told the agency to continue collection of support for those cases on file before the court ruling, but to hold off on any new cases until after a resolution of the Supreme Court ruling.



## North Carolina Amnesty Week Brings in More than \$278,000

From May 7-11, 2001, 43 North Carolina child support offices participated in the State's second annual amnesty week. Amnesty week gives non-custodial parents the opportunity to contact their local child support office to pay off arrears, or make arrangements to do so in lieu of legal action.

For the convenience of the parents, child support offices stayed open from 7:00 a.m. to 7:00 p.m., and a variety of community resources were available to assist parents with job searches and educational/training opportunities.

Harnett County, with \$30,741 in collections and Pender County, with \$28,172, together made up more than 20 percent of the statewide total of \$278,808.

### Office of Child Support Enforcement CALENDAR OF EVENTS

DATE	EVENT	WHERE
January or February, 2002	Mid West Hub ACF/DOL/CSE/TANF Meeting on Serving the Working Poor	State TBA
February 25-27, 2002	National Child Support Enforcement Association (NCSEA) Policy Forum & Mid-Winter Training Conference	Washington, DC
March 3-5, 2002	American Public Human Services Association (APHSA) Council Meeting	Washington, DC
March 19-21, 2002	North Carolina Child Support Council Conference	Asheville, NC

# IFYI



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**H**HS Secretary Tommy G. Thompson recently announced the launch of **healthfinder® español**, a Spanish-language Web site that helps consumers track down reliable health information quickly and easily on the Internet.

Available at [www.healthfinder.gov/espanol](http://www.healthfinder.gov/espanol), this new easy-to-use Spanish-language consumer resource offers over 300 topics from 70 government agencies and nonprofit organizations. A unique feature of **healthfinder® español** is the ease with which users of the site can switch between Spanish and English versions of the same information. English-speaking family members or health professionals can use this feature to search in English for information to share with Spanish-speaking relatives or patients.

**healthfinder® español** is a valuable consumer health resource and we encourage you to make it available on your Web site. For your convenience, we have included links back to a choice of graphics on our site at: <http://www.healthfinder.gov/espanol/sobrenosotros/paraenlazarse.htm> that you may use on your site.

Thank you for using this resource and helping to make useful information about prevention and wellness readily available to Spanish speakers.

*For more information concerning this web site, please contact:*  
**Cecile Douglas, Web Marketing Specialist**  
[cdouglas@health.org](mailto:cdouglas@health.org)





# T/DBITS

## *Chef John Folsie's Recipe for* **DEEP-FRIED TURKEY**

### COMMENT:

Yes, I was just as shocked the first time I heard of deep-fried turkey. However, there are those in Louisiana who would cook it no other way. I have eaten it many times and must admit, it's hard to beat. So quit laughing and start frying.

**NOTE:** When buying a turkey you should plan on roughly one pound per person uncooked.

### INGREDIENTS:

1 (16-pound) turkey  
3 gallons peanut oil  
8 ounces Wishbone Italian Dressing  
hot sauce to taste  
Worcestershire sauce to taste  
salt to taste

black pepper to taste  
cayenne pepper to taste  
onion powder to taste  
garlic powder to taste  
celery salt to taste

### METHOD:

Most hardware stores will carry a special pot for deep-frying turkeys. This pot not only enables you to use less oil, approximately 3 gallons, but also includes an apparatus specially designed for standing the turkey on end and lifting it out of the pot.

In a turkey frying pot, heat oil over a propane burner outdoors. Using a candy thermometer, preheat oil to 350 degrees F. In a blender or food processor combine all seasoning ingredients with Italian Dressing and one half cup water. Blend 2- 3 minutes to break the dried seasonings into the liquid mixture. Using a poultry injector, season the breast by injecting 2 to 3 times on each side and repeat the process on the upper thighs.

Slowly submerge the turkey using the handles included in the frying set two to three inches at a time, to keep the oil from boiling over. Once the turkey is completely submerged, maintain a frying temperature of 335- 350 degrees F and cook three minutes per pound or until internal temperature of breast reaches 150 - 155 degrees F, approximately 50 minutes. Remove the turkey from the oil, wrap immediately in aluminum foil and allow to sit 30 minutes prior to serving.

Cover the oil and allow to sit overnight. Less than two tablespoons of oil will be used in this frying process and may be reused three to four times. A 16-pound turkey will yield approximately 52 pounds of meat. At 3 ounces per person you can serve 25 friends a great fried turkey sandwich!

**HINT:** Since so much oil is required to fry the turkey, I suggest waiting for a large family outing and use the same oil to fry fish and chicken. When done, simply allow oil to cool and ladle clean oil from pot into one-gallon containers.

**PREP TIME:** 12 Hours      **SERVES:** 8 - 10 people

*Chef John Folsie is the owner of Lafitte's Landing Restaurant in Donaldsonville, Louisiana*



In the Kitchen with  
**Ramona Warren**  
 Manager, Child Welfare/DD

## Sausage Bits

- 3 Cups biscuit mix
- 1 Pound bulk hot sausage, at room temperature
- 4 Cups (16 ounce) sharp cheddar cheese, shredded

Preheat oven to 350 degrees. In a large bowl, combine biscuit mix, sausage and cheese thoroughly by hand. Roll into balls the size of walnuts. Place bits on a broiler rack and bake about 5 minutes on each side or until golden brown. Serve hot. May be frozen, cooked or uncooked.

*Makes 75*

*Preparation time: 12 minutes*

*Cooking time: 5 minutes*



CHARLOTTE B. TEAGLE / Staff

**Down-home delicious:** "I don't use too many spices," says Ramona Warren of Lilburn, whose favorite things to cook include Sausage Bits (above), potato salad and cookies. But a friend says of Warren's unpretentious food, "I stand amazed at her ability to smoothly and effortlessly entertain our taste buds."

## Moni's Potato Salad

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>5 or 6 medium potatoes, peeled and cut in <math>\frac{3}{4}</math>-inch cubes.</li> <li>1 cup mayonnaise, or more to taste</li> <li><math>\frac{1}{4}</math> cup mustard, or more to taste</li> <li>1 cup chopped celery</li> </ul> | <ul style="list-style-type: none"> <li><math>\frac{1}{2}</math> cup chopped onion</li> <li><math>\frac{1}{2}</math> cup sweet pickle relish, drained</li> <li>4 hard-boiled eggs (2chopped, 2 reserved for garnish)</li> <li>Salt and pepper to taste</li> <li>Paprika</li> </ul> |
|--|---|

In a large pot, cover cubed potatoes with water and bring to a boil. Reduce heat to medium-low and simmer until tender, about 15 minutes. Drain and cool completely. In a small bowl, combine mayonnaise and mustard. In a large bowl, combine celery, onion, relish and chopped eggs, and then add mayonnaise mixture. Blend well. Add potatoes and stir to combine. Garnish with remaining hard-boiled eggs, sliced, and sprinkle with paprika

*Makes 8 cups*

*Preparation time: 25 minutes*

*Cooking time: 20-25 minutes*

**Note:** This article, written by staff writer, Betty Parham, was featured in the Food Section of the *Atlanta Journal-Constitution* on Thursday, February 4, 1999. Staff photographer, Charlotte B. Teagle, took photo. With the Holidays here, repeating seemed timely!





# Announcing



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. . . to download the latest copy of the **AC INFORMER** and keep up to date on Regional Office activities.